

# STAFFORD COUNTY SCHOOL BOARD

## Agenda Consideration

**TOPIC:** Regulation 5-38: Medical Leaves

**ITEM NO:** 4F

**PREPARED BY:** Rick Fitzgerald,  
Executive Director of Human Resources

**MEETING:** May 9, 2006

**ACTION DATE:** N/A

**INFORMATION ONLY:** May 9, 2006

Lisa Foeman Boatwright,  
Assistant Director of Human Resources

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**ACTION REQUESTED BY THE SUPERINTENDENT:** That the School Board receive for information a proposed revision to Regulation 5-38, Medical Leaves, under consideration for approval by the Superintendent. Proposed Regulation 5-38 is attached in blacklined format with strikethroughs representing deletions and underlining representing additions. **[Note:** The revision is located at I.C.5(b)].

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### KEY POINTS:

- A proposed change is being made to R5-41, Bereavement Leave, to add grandparents to the definition of "immediate family leave." This would allow bereavement leave to be used in the event of the death of a grandparent.
- If the proposed revision is made to R5-41, Bereavement Leave, a parallel change needs to be made to R5-38, Medical Leaves, which allows employees to use sick leave in the event of the death of an immediate family member.
- It is proposed that R5-38, Medical Leaves, be revised to include grandparents to the definition of "immediate family member" for purposes of using sick leave in the event of the death of an immediate family member.

**SCHOOL BOARD GOAL:** Introduce programs to enhance employee status, within the school division and the community at large, so that employees are aware of their value to school and community.

**FUNDING SOURCE:** N/A

**AUTHORIZATION REFERENCE:** Bylaw 1-33 – Formulation & Approval of Regulations